

Safeguarding Children and Young People Policy

Access Community Trust's Commitment

Access is committed to safeguarding all Children and Young People at risk of harm. We believe that all children and young people have the right to live a life safe from harm, abuse and neglect. We are committed to protecting & promoting the welfare and safety of every child and young person that we directly or indirectly come into contact with.

We will ensure that we provide safe environments that protect and promote the welfare and safety of children and young people, services that foster healthy relationships based on trust and respect. Services that allow children's and young people's voices to be heard.

We are committed to keeping safeguarding at the heart of all we do.

Purpose

The purpose of this policy is to set out Access Community Trust's approach to safeguarding any child or young person who is at risk of harm.

The policy will ensure that everyone involved in Access is aware of:

- Their role and responsibility for safeguarding all children and young people
- What to do or who to speak to if they have a concern relating to the welfare or wellbeing of a child or young person

Scope

Access recognises that all children regardless of age, disability, gender, racial heritage, religious belief, sexual orientation, or identity, have the right to be safeguarded from all types of harm.

This policy applies to everyone working for or on behalf of Access Community Trust including paid staff, volunteers and the Board of Trustees. We believe that Safeguarding children and young people is everyone's business.

This policy applies to children and young people - defined as anyone that has not reached their 18th birthday but also extends to young people up to the age of 21 if they have been a Looked After Child and up to the age of 24 if they have been a Looked After Child who is still in full time education.

This Policy should be read in conjunction with the Access Policies listed in appendix 1

Legal Framework

The Children's Act 1989 & The Children Act 2004 both provide the legislative framework for Child Protection in England and set out the duty to work in partnership

Working Together to Safeguard Children 2018 places statutory duties on the Police, Local Authorities and Health to safeguard children and also recognises the contribution of voluntary and private sector organisations to safeguard children

Procedure

Safe Recruitment - Access are committed to safe recruitment procedures and all required checks will be undertaken and fully assessed prior to and during employment

Training - Access will provide mandatory and supplementary safeguarding training to all staff, paid and unpaid, so they are able to competently recognise the signs of abuse and be clear on how to report any concerns

Supervision & Support - Access will support safeguarding practice across the organisation by regular supervision, case management, appraisal and training.

Designated Safeguarding Leads - Access will ensure that there are comprehensively trained Designated Safeguarding Leads across the organisation to support staff in promoting the welfare of all children and young people.

Empowerment - We will widely share information about keeping safe, to children and their parents. We will listen to and value all children's and young people's contributions, thoughts and feelings and will empower them to have a voice that is heard.

Partnership Working - Access recognises that effective safeguarding is achieved by working in partnership and will approach all safeguarding in a multi-agency approached way. We are committed to building and fostering relationships with a wide range of partners in order to ensure our safeguarding response is comprehensive and robust.

Development - Access will continuously promote and embed a reflective learning culture which places safeguarding at the heart of all we do – we are committed to best practice that protects all.

Recognising Abuse

Abuse can take many forms and the list below and definitions detailed in appendix 2 are not exhaustive:

- Physical Abuse
- Emotional Abuse
- Sexual Abuse
- Neglect
- Domestic Abuse
- Grooming
- Child Sexual Exploitation (CSE)

- Child Trafficking
- Criminal Exploitation & Gangs
- County Lines
- Radicalisation
- Bully & Cyber Bullying
- Female Genital Mutilation (FGM)

There may be many other forms of abuse or mistreatment that give you concern for a child's or young person's safety or wellbeing. All concerns should be discussed with your line manager and an Access Designated Safeguarding Lead and referred to other appropriate agencies when necessary

Responding to Abuse

Safeguarding is everyone's responsibility and all staff, volunteers and trustees at Access Community Trust are expected to recognise that they have an individual duty of care to safeguard

All staff and volunteers are required to take all concerns seriously and must take all necessary actions to protect and safeguard all children and young people. The assumption must never be that someone else will take responsibility.

If a member of staff or volunteer has knowledge or suspicion of abuse, neglect or exploitation taking place this information must be reported to their line manager and designated safeguarding lead at the earliest opportunity

If a child or young person discloses information that may indicate they are experiencing or are at risk of experiencing abuse, exploitation or neglect action must always be taken and the following approach should be followed:

Listen – carefully to what the child or young person is saying and take it seriously. Remember they might be worried and scared about the consequences or think that nobody will believe them. They may have told someone before and nothing was done to help. Sometimes they might not know what is happening is abuse.

Reassure – the child or young person should be provided with reassurance that they have done the right thing by telling. Reassurance should also be given about their right to be protected and kept safe. Explain to the child or young person what you are going to do next for a younger child explain you are going to speak to someone who will be able to help for an older child or young person explain you need to report the abuse to someone who can help. Reassure them you are doing this to help protect them and keep them safe

Record – all information should be clearly recorded ensuring that it is factual and focused on the voice of the child or young person. Also record any actions or conversation you may have undertaken.

Report – act on your duty of care and report any concerns you have following the guidance set out below and in appendix 3

Reporting

<p>In an emergency</p>	<p>Call 999 and ask for the police</p>
<p>If the concern needs immediate attention</p>	<p>Suffolk</p> <p><u>Alerts can be made on 0808 800 4005 (24 hours)</u></p> <p>Or make referral online through the Suffolk Portal <u>Reporting a Child at Risk of Harm, Abuse or Neglect -</u> https://www.suffolk.gov.uk/children-families-and-learning/keeping-children-safe/reporting-a-child-at-risk-of-harm-abuse-or-neglect-safeguarding</p> <p>Norfolk</p> <p><u>Alerts can be made on 0344 800 8020 (24 hours)</u></p>
<p>Further Guidance Needed</p> <p>Where the concern is not immediate and further guidance is needed advice should be sought either internally through the Access Designated Safeguarding Team or externally through the relevant professional consultation lines</p>	<p>Norfolk – Professional Consultation <u>Children’s Advice and Duty Service – 0344 800 2021</u></p> <p>Suffolk – Professional Consultation <u>MASH consultation line – 0345 606 1499</u></p>
<p>Prevent</p> <p>All concerns regarding a child or young person at risk of radicalisation must be reported</p>	<p>Norfolk <u>Norfolk Police Prevent Team – 01953 423905 or 01953 423896</u> Email ChannelPanel@norfolk.gov.uk</p> <p>Suffolk <u>Police – 101 or 0800 789321</u></p>

Any external referral made must also be reported to your line manager and the Access Designated Safeguarding Team

Access Designated Safeguarding Team

All concerns and referrals must be reported through to REDACTED – Trustwide Safeguarding Manager:-

Phone:- REDACTED

Email:- safeguarding@accessct.org Or REDACTED

Zone Standard:- through the Incident/Safeguarding Tab

In the Safeguarding managers absence, all concerns must be addressed to

REDACTED
CEO
REDACTED

REDACTED
Designated Safeguarding Lead
REDACTED

Concerns or allegations regarding a member of staff or volunteer working with children and young people.

If you have concerns or an allegation has been made about a member of staff or volunteer working with children and young people then you must speak to a manager or someone from the Access designated safeguarding team immediately in line with Access Community Trusts Public Interest Disclosure (Whistleblowing) Policy.

All staff will be encouraged to report any such concerns without any fear of recriminations.

Access recognises that allegations can arise for many different reasons and there may be many factors to consider and assess. We will deal with all concerns regarding staff and volunteers very seriously but will use a fair, supportive and sensitive approach to investigating these matters.

When assessed as necessary allegations and concerns of this nature will be discussed/reported to the relevant agency including the police, LADO, MASH and the DBS Disbarring Service

Concerns or allegations regarding staff can be reported to LADO (Local Authority Designated Officer)

Suffolk

Phone: 03001232044

Email: LADO@suffolk.gov.uk

Referral Form:

https://static1.squarespace.com/static/62ea37b2f412d231ae2c2f35/t/636d6d5a406a7f1b012bfb32/1668115802962/lado_referral_form.pdf

Norfolk

Email:- LADO@norfolk.gov.uk

Referral/Consultation Form:

<https://www.norfolkscb.org/people-working-with-children/how-to-raise-a-concern/local-authority-designated-officer-lado/>

Recording and Reporting

All concerns and referrals will be recorded and held on a central safeguarding register. They will be regularly reviewed, monitored and audited by the Safeguarding Manager and will be presented to the Board of Trustees annually.

Supplementary Policies (Appendix 1)

The Safeguarding Children & Young People Policy should be read in conjunction with the following Access policies:-

- Competence & Training
- Conduct & Standards
- DBS Employment Checking Procedure
- Domestic Abuse
- Equal Opportunities & Diversity
- Gifts, Will & Bequests
- Gross Misconduct
- Health & Safety
- Information Sharing & Confidentiality
- Mental Capacity Act
- Professional Boundaries
- Public Interest Disclosure
- Safe Recruitment
- Safeguarding Adults at Risk

Recognising Abuse (Appendix 2)

Physical Abuse – physical abuse is deliberately hurting a child causing injuries such as bruises, broken bones, burns or cuts. Children who are physically abused suffer violence such as being hit, kicked, poisoned, burned, slapped or having objects thrown at them. Shaking or hitting babies can cause non-accidental head injuries (NAHI). Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces illness in a child.

Emotional Abuse – emotional abuse is the ongoing emotional maltreatment of a child. It is sometimes referred to as psychological abuse and can cause long term damage to a child's emotional health and development. Emotional abuse can take many different forms ranging from deliberately trying to scare or humiliate a child or isolating or ignoring them. It may involve conveying to a child that they are worthless, inadequate and unloved. Emotional abuse can also be inflicted by a child seeing or hearing the ill-treatment of another. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.

Sexual abuse – A child is sexually abused when they are forced or persuaded to take part in any type of sexual activity. There doesn't have to be physical contact and it can happen online. Sexual abuse can be perpetrated by men, women and other children. Children might not understand that what is happening to them is abuse and may not even understand that it is wrong

Neglect – Neglect is the continued failure to meet a child's basic needs. Neglect can occur in pregnancy as a result of maternal substance misuse and once born neglect may involve a child being left hungry or dirty, without adequate clothing, shelter, supervision, and with limited or no access to medical or health care. Not protecting a child from physical or emotional harm is a form of neglect alongside a primary care giver being continually unresponsive to a child's basic emotional needs. Neglect is a serious form of abuse and can cause serious long term damage

Beyond the four main categories the following types of harm and abuse should also be considered when assessing and monitoring the welfare and safety of children and young people

Domestic Abuse - a child who is living with and witnessing domestic abuse is now considered to be a victim of this abuse

Grooming – when someone builds a relationship, trust and emotional connection with a child or young person so they can manipulate exploit or abuse them. Anybody can be a groomer, no matter their age, gender or race. Grooming can take place face to face or online

Child Sexual Exploitation – Child Sexual exploitation is a form of sexual abuse. It occurs when an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or younger person under the age of 18 into sexual activity (a) in exchange for something the victims needs or wants, and or (B) for the financial advantage or increased status of the perpetrator or facilitator. The child is often groomed into thinking they are in a relationship so may think that the

activity is consensual. Child sexual exploitation may include non-contact activities which may involve getting children to look at sexual images or take images of themselves.

Child Trafficking – Human trafficking can involve anyone being recruited, harboured or brought into a situation of exploitation through the use of violence, deception or coercion and can be forced to work against their will. It is a form of modern slavery. When children are trafficked, no violence, deception or coercion needs to be involved – simply them being brought into an exploitative condition constitutes trafficking and is abuse

Criminal Exploitation & Gangs – criminal exploitation is child abuse. Children and young people are groomed manipulated and coerced into committing crimes. This can be by organised criminal gangs that run county lines who recruit and traffic children and young people in relation to the moving, selling and manufacturing of drugs. Children and young people can also become involved in street gangs for whom crime and violence is accepted and promoted as an integral part of the gangs identity

Radicalisation – is the process by which children and young people come to support terrorism and extremism. Children and young people can be exposed to these risks and groomed into holding extremism beliefs either through family, friends or faith leaders or groups and by strangers online. Radicalisation is seen as a form of harm and abuse and is a safeguarding matter. All concerns of radicalisation should be reported to the police

Bullying & Cyber Bullying – Bullying is a behaviour that hurts someone else such as name calling, hitting, pushing, spreading rumours, threatening or undermining someone. It's usually repeated over a long period of time and can hurt a child both physically, financially and emotionally. It can happen anywhere – at school, at home or online. Bullying that happens online, using social networks, games and mobile phones is often called cyberbullying. A child can feel like there's no escape because it can happen wherever they are, at any time of day or night

Female Genital Mutilation – Female genital mutilation (FGM) is the partial or total removal of external female genitalia for non-medical reasons. It's also known as female circumcision or cutting. Religious, social or cultural reasons are sometimes given for FGM however FGM is child abuse. FGM is dangerous and a criminal offence.

Responding to Abuse – Children & Young People (Appendix 3)

